

**EXHIBIT 1600 TO  
CISNEROS DECLARATION  
REDACTED VERSION**

Google 2004 Salary Ranges

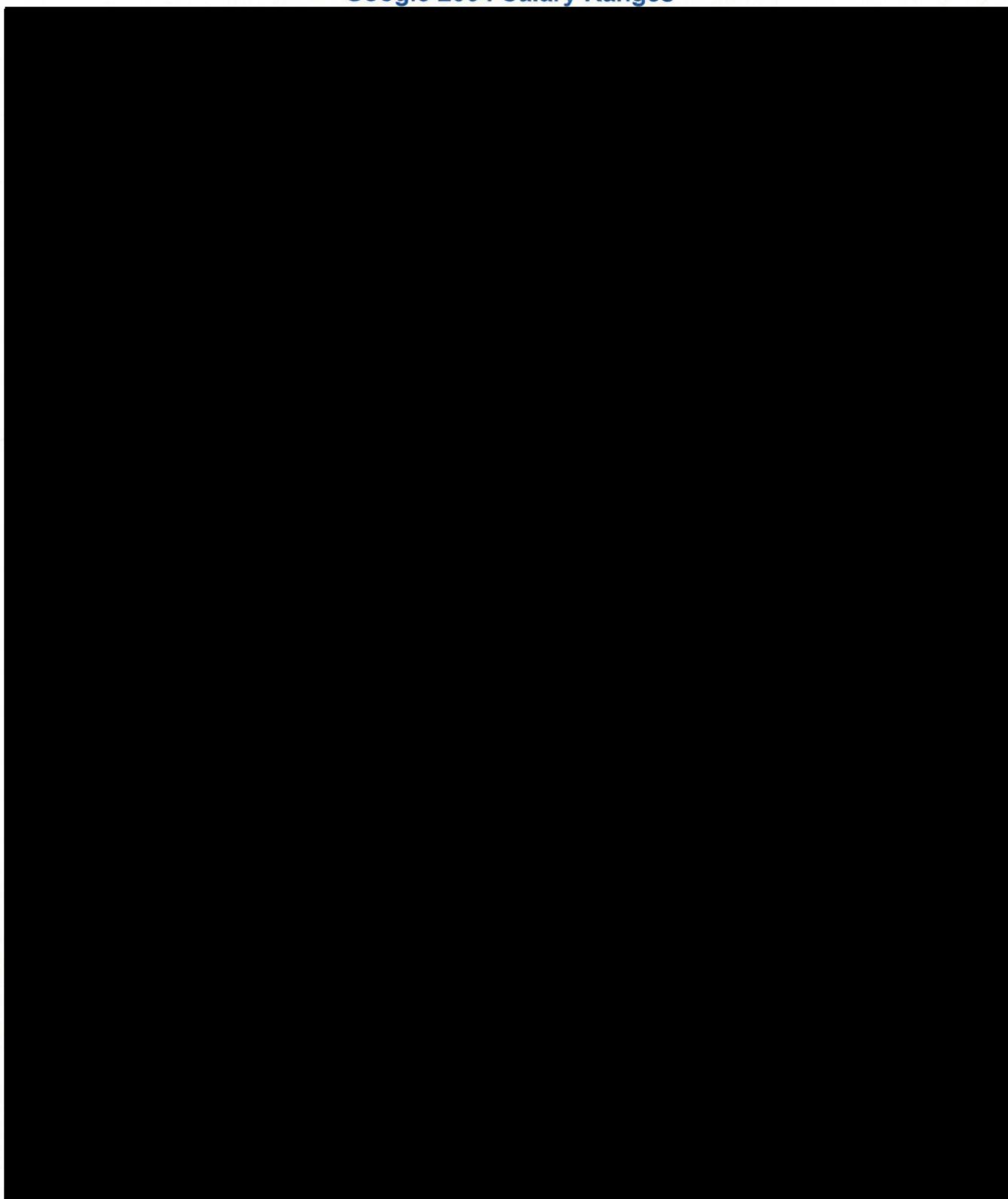


EXHIBIT 1600  
WIT: wagner  
DATE: 3.7.2013  
ANNE TORREANO, CSR #10520

1600.1

Updated: March 5, 2004

**Google 2004 New Hire Stock Guidelines**

1206,2